

The Employer reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification from as described below, this proposal will be declared to be void and non-existent and the University will return to bargaining from its language proposed prior to this package proposal.

Attached is a package that contains the following articles and/or MOUs:

Package Proposal	
Article XX Non-Discrimination and Harassment	Employer Counter Proposal (03/22/2023)
MOU EPIC Program	Union Withdraws Proposal
Side Letter XX Equity Survey	Employer Counter Proposal (03/29/2023)